

Coaching Questions: A Framework

What do you expect from them on a day-to-day basis in their role?

Coaching questions:

- What do you feel is expected of you in your role?
- Where could you find information about what is expected of you? What can I do to help?
- What do you need to do to exceed expectations?
- What contributes to your day to day success? What do you do well?
- What hinders your success? What do you not do so well?
- How can you make your day to day work more successful?
- What satisfaction do you take from your work and will it take for you to really enjoy it?

What is someone's added value this year – linked to strategic priorities?

Coaching questions:

- What is your level of knowledge regarding academic/research priorities? Are there any gaps that I can help with?
- How do you see your role contributing to what we want to achieve from an academic/research point of view? What influence do you feel you have over this?
- What successes have you had that you believe contributed to our strategic priorities?
- Looking at what you need to achieve, how will you measure success? How will these measures relate to the academic/research success measures?

What development do they need to deliver in their role and/ or progress in their career?

Coaching questions:

- What are your career goals? What development aspirations do you have? What support do you give to develop others in their career aspirations?
- What would you need for you to be successful in your objectives / career progression?
- What do you need to do differently to be successful in your objectives / career?
- What do you need to stop doing in order to be more successful?
- What support do you need from me to contribute to your success?
- When will you know you have succeeded? How will you know?

What behaviours or attributes are needed to effectively deliver in the role?

Coaching questions

- How would you describe your work behaviours?
- How does your work behaviour contribute to your success? What works for you / what doesn't work for you?
- What kind of behaviours do you need to stop displaying in order to be more successful in your role?
- How do you engage with others in your role? How would you describe these relationships? What can you do to make them more successful?
- What feedback do you need to get about your work behaviours? Who do you need to ask / speak to?